**A close up of a logo

Description automatically generated**

**PERSON SPECIFICATION**

**Job Title: Highways Maintenance Engineer**

**Directorate & Section/Unit: E & I, Highways Maintenance**

**Salary Grade: PO1**

**WCC Management Level: Supervisor Level 1**

**EXPERIENCE:**

It is **essential** that the post holder has

* Substantial experience of compiling, designing and delivering highways maintenance schemes
* Significant experience of designing and building major planned highways schemes
* Substantial experience in the selection of cost effective highway maintenance materials and processes.
* Significant experience of effective partnership working.
* Significant experience in resolving contentious and complex highway matters.
* Significant experience in supervising and mentoring technicians and junior technicians.
* Considerable experience in monitoring and controlling expenditure of budgets for major work schemes or minor works programmes.

It is **desirable** that the post holder has:

* Experience of dealing with severe weather and emergency events.
* Experience of highway maintenance programming.
* Experience of managing technicians and junior technicians.

**KNOWLEDGE, SKILLS AND ABILITIES:**

It is **essential** that the post holder has:

* Specialist knowledge of highways maintenance, materials and techniques, including legislation and practice.
* The ability to prioritise scheme delivery for programmes of work.
* Excellent communication skills both oral and written.
* Ability to guide and mentor team members to achieve results.
* Excellent planning and organisational skills.
* Ability to undertake site surveys, sometimes in difficult weather and terrain
* Tactful yet firm, persuasive, negotiating and influencing skills.
* IT skills such as Microsoft office and Microsoft Project for scheme delivery.
* The ability to write technical reports and present information to senior managers, partner organisations.
* The ability to co-ordinate scheme delivery for programmes of work on a Countywide basis.

It is **desirable** that the post holder has:

* A working knowledge of Contractor practices
* A working knowledge of target pricing and NEC contracts.

**QUALIFICATIONS/TRAINING & DEVELOPMENT:**

It is **essential** that the post holder has:

* Level 5 qualification in Civil engineering (or equivalent), or equivalent competencies and the required level of experience.

It is **desirable** that the post holder has:

* Incorporated Membership of the Institute of Civil Engineers or similar
* Supervisor qualification.

**ADDITIONAL INFORMATION:**

* It is **essential** that the post holder has: A valid driving licence (need to drive high visibility County vehicles on high speed roads)
* Willingness to travel extensively within the County
* Willingness to work occasionally outside 'normal office' hours
* Able to work in emergency and severe weather situations.

Author: Martin Pell, Anita Bradley Date: 26.01.2017